



“Forging a Brighter Future for Children and Families”

AT THE EVANS SCHOOL OF PUBLIC AFFAIRS | UNIVERSITY OF WASHINGTON

Policy Specification Matrix

This is a summary of specifications for the first round of analyses. The Steering Committee reviewed cost estimates based on these specifications for presentation to the Early Learning Council on June, 28 2006.

Policy Specification	Small Group or QRIS Recommendation (as revised by Steering Group)				ELC Recommendation	Steering Group Recommendation
Staff Mix of Degrees-Centers						
		Level I	Level III	Level V		
	Directors	<AA: 30% AA: 35% BA: 25% MA: 10%	<AA: 0% AA: 40% BA: 45% MA: 15%	<AA: 0% AA: 0% BA: 80% MA: 20%		(Numbers reflect recommended changes from Steering Committee)
	Lead Teachers	<AA: 65% AA: 10% BA: 25%	<AA: 50% AA: 23% BA: 27%	<AA: 20% AA: 50% BA: 30%		(Numbers reflect recommended changes from Steering Committee)
	Assistant Teachers	<AA: 95% AA: 5% BA: 0%	<AA: 90% AA: 10% BA: 0%	<AA: 80% AA: 20% BA: 0%		(Numbers reflect recommended changes from Steering Committee)
Staff Mix of Degrees-Family Child Care						
		Level 1	Level III	Level V		
	Family Child Care Providers and Assistants	<AA: 74% AA: 15% BA: 11%	<AA: 73% AA: 15% BA: 12%	<AA: 70% AA: 17% BA: 13%		(Numbers reflect recommended changes from Steering Committee)
Compensation-Centers						
		Lower compensation options	Higher compensation options		Lower cost option—	Same lower and higher cost

	Starting salary: BA level early learning lead teacher	\$14.65/hr	\$19.80/hr		
	Starting salary: AA level early learning assistant teacher	\$10.99/hr	\$14.85/hr		
	Estimated Avg. Salary Across all Center Staff (varies by QRIS Level)	\$10.22 – 11.97/hr	\$13.81 – 16.17/hr		
Compensation-Family Child Care					
	Same as center equivalents; compensation should reflect QRIS and education; business expenses at 34% of current market rates				Equivalent to center.
	Estimate Avg. Salary Across all FCC Providers (varies by QRIS Level)	\$9.87 – 10.82/hr	\$13.34 – 14.62/hr		
Ratios-Centers					
		Level 1	Level III	Level V	Amounts reflect modifications by Steering Group Modified ratios at level 5.
	Infants	1:4	1:4	1:4	
	Toddlers	1:7	1:6	1:5	
	Preschoolers	1:10	1:10	1:9	
	One director per center (1:58)				
Ratios-Family Child Care					
	1:6 across all QRIS levels				1:6
Workforce Development					
	o Broad average 1 class per person per year; o 40% courses in colleges, 60% in community based training; o Release time: 50 hrs/year o Tuition matched by co-pay depending on educational level. o Scholarships for books, transportation, child care. o Substitutes provided				Amounts reflect modifications by Steering Group: Average of 1 class per person per year. 40% college courses/ 60% community based training.

Family Friends and Neighbors										
	Promising Program Models (including Play and Learn groups, Materials and resources, And Workshops) Evaluation & infrastructure Total cost \$4.6 million statewide¹ Family Friends and Neighbors Rates Equivalent to Family Child Care Rates minus business expenses of 31%.								Amounts reflect modifications by Steering Group: balance between direct programs, infrastructure, and evaluation. Some additional costs for evaluation may be included in Governance and Administration functions. Offer general support to promising models, not targeted amounts to specific programs.	
Scope of Services										
	Working group building on Kids Matter framework provides profiles and costs of 10 programs that offer the best linkages to early learning.							Parenting information should be included in model.	Small group created cost estimates of parent education for general public. Steering Group recommends including parenting education and home visiting services for at-risk low income mothers.	
QRIS Participation and Attainment										
	In 2010, 66% centers participating in QRIS system. In 2020, 75% centers participating in QRIS system. In 2010, 60% of family child care homes participating in QRIS system. In 2020, 75% of family child care homes participating in QRIS system.								Participation estimates were specified.	
		Total #	Not in QRIS	Level I	Level II	Level III	Level IV	Level V		
	Centers									
	2010	2,031	34%	13.2%	9.9%	23.1%	13.2%	6.6%		Specified by Steering Committee.
	2020	2,031	25%	0.75%	3%	7.5%	18.75%	45%		Specified attainment estimates for higher compensation options.

¹ These budget numbers are based on estimated participation and outreach by 2010 and will not reach all Family, Friends, and Neighbors statewide.

	2020	2,031	25%	10%	15%	20%	15%	15%		Redistributed attainment levels for lower compensation options.
	Family child care providers									
	2010	6,000	40%	15%	15%	15%	12%	3%		Specified by Steering Committee.
	2020	6,000	25%	7.5%	7.5%	11.25%	18.75%	30%		Specified attainment levels for higher compensation options.
	2020	6,000	25%	10%	15%	20%	20%	10%		Redistributed attainments for lower compensation options.
Financing options										
	<p>Family maximum eligibility of approximately 400% Fed. Poverty Level (80K in 2006\$); exact cut-off to be determined by HSPC affordability calculations</p> <p>Parent contributions not to exceed 8-10% income</p> <p>Institutional support to providers of 25-50% of total subsidies.</p> <p>Working Connections Child Care work requirements apply.</p> <p>HSPC will vary eligibility levels to ensure appropriate affordability for families.</p>									<p>Graduated affordability with max set at 10% income level for lower options and 12% income level for higher options.</p> <p>Compare a) no parent work/school requirement with b) work requirement from 2FPL up to max eligibility.</p> <p>Institutional support component of payments on behalf of eligible children set at 25% for lower cost options and 50% for higher cost options.</p>
QRIS	<p>Rates for providers not participating in QRIS.</p> <p>Differential tiered reimbursement rates based on a) differences in costs between levels, b) transitional costs to improve, c) combination of these two.</p>									<p>Rates for providers not participating in QRIS set to Level 1.</p> <p>Tiered Reimbursement based on cost of levels including compensation based on educational level, quality enhancements, and workforce development.</p> <p>Transitional grants to be discussed in context of Round I estimates.</p>